



# The People Culture and Transformation domain

The  
Children's  
Society

# Hi!

## I am delighted that you're interested in this exciting new opportunity to join The Children's Society.

Every child should be able to grow up safe, happy, and hopeful. It is a scandal that today millions of children in this country live in poverty, struggle with mental health issues, are groomed into exploitation, and are abused. The Children's Society has a bold and audacious vision for a society built for all children: one where every child can grow up filled with hope for the future.

For more than a decade, The Children's Society's Good Childhood Report has shown that young people's wellbeing in the UK is getting worse. Despite an ever-growing list of threats to the safety of teenagers, their needs are being ignored. And a severe lack of support means that those most at risk are not receiving help until they've reached crisis point.

This is unacceptable. Every child should be able to look forward to their future with hope. That's why we at The Children's Society have set an ambitious goal: by 2030 we will have overturned this damaging decline in children's wellbeing and set a path for long-lasting growth. This goal informs every choice and decision we make as an organisation. By joining forces with teenagers, our supporters, and our partners, we can make sure positive change is happening in the right places and at the right times. Teenagers are still children, and a future of hope and happiness belongs to every one of them.

To reach our goal, we need a brilliant, committed, energetic team that's backed up by a movement of thousands of people who choose to stand with us and support us with their time, their money, and their voice.

If you share this vision and are excited to do the best work of your life for this incredible organisation, you'll fit in well at The Children's Society. We'd love to hear from you. We're so proud of all that TeamTCS is achieving but we are impatient. Children can't wait any longer for change.

### Come and join us!



**Mark Russell**

Chief Executive, The Children's Society



# Introduction to the People, Culture, and Transformation domain

**Hello. My name is Michelle and I lead the People, Culture, and Transformation domain here at The Children's Society. Newly formed in 2024, People, Culture, and Transformation is passionate about being a trusted strategic function, providing excellent service and ensuring that we are respected as leaders inside and outside the organisation.**



A significant part of the Enabling domain, we bring together our knowledge, skills, and experience to ensure that The Children's Society is enabled with organisation design, skills, and capability to achieve growth in income and impact and deliver our all-important goal.

We provide a human-centred approach to human resources and a digital-first experience to all things tech, data, and digital.

I believe it's vital that together we create the right conditions for people to feel valued, thrive, and be happy in their work and when volunteering. This means creating the right conditions for people experience, ensuring that equity, diversity, and inclusion are woven throughout all that we do. When it comes to our digital transformation, applying the same experience philosophy and a truly enabling environment is crucial. It's important to me that every single person understands how they contribute to this within People, Culture, and Transformation and feels the value they are adding to people experience.

We work hard to build on the strong foundations we have laid with our people experience framework through getting the **basics** right, **inspiring** leadership, having a **voice**, and feeling **valued**. We are determined to ensure we continuously improve what we do so that The Children's Society continues to grow, deliver our goal and, most of all, create positive change and impact with the children and young people we support.

A handwritten signature in black ink, appearing to read "M Clark".

**Michelle Clark**

Executive Director of People, Culture, and Transformation, The Children's Society

# Our vision

## A society built for all children.

This is the world we seek to create; the day our vision comes true is the day we celebrate and close The Children's Society because our work is done.

We won't rest until we've achieved our vision. Until together with young people and our supporters, we've created a society built for all children. Where hope is alive in every child.

# Our goal

**By 2030, we will have overturned the damaging decline in children's wellbeing, setting a path for long lasting growth.**

This is our big, bold focus to drive our energy and efforts over the next ten years. It will advise everything we do and every decision we make to help us take a giant leap towards our vision.

In the decade ahead we are determined to make sure this generation of children will have a better childhood. So we will set out to build happier, safer society for young people to grow up in, where they can look forward to their futures with more hope.

# Our values

We are ...

**Supportive**



**Trusted**



**Brave**



**Ambitious**



**These values shape our behaviour, guiding us to ...**

**#PrioritisePeople** in everything we do.

**#MakeSpace** to listen, reflect, and learn.

**#KeepLearning** by centring the voice of all lived experience.

**#ChallengeRespectfully** and speak up for impactful change.

**#StriveForBetter** for young people, supporters, and ourselves.

**#DeliverTogether** by sharing our learning, aligning our strengths, and owning our decisions.

# Our work

**Across the country, young people are suffering unseen and unheard. They're facing overwhelming challenges – struggling with their mental health, living in poverty, and in danger from exploitation and abuse.**

Too often, teenagers in particular are missing out on the support they need. Teenagers are still children, and a future of hope and happiness belongs to every one of them.

At The Children's Society, we know that this brighter future is possible. That's why we've been working for more than 140 years to build the society young people need. Our services support thousands of children every year, and our campaigning impacts the lives of many thousands more.

Every day, we see the incredible difference the right support can make. We're hugely proud of all that TeamTCS achieves year-on-year and of the incredible young people we work with.

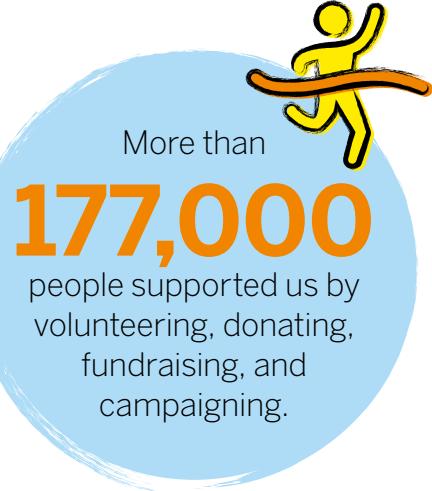
## Our impact in 2023/24

### Our services supported

**72,016**  
young people



**5,865**  
parents and carers



We ran

**301**

youth voice activities, giving young people opportunities to share their insights, stories, and experiences.



**We ran 62 services**

**intervening early to help young people and providing crisis support.**



We released our

**13th**

**annual  
Good Childhood  
Report in 2024.**

**"Now, I'm  
confident  
about the future."**

## Daniel's story

**Growing up, Daniel had always been happy enough. He was doing well at school, and he enjoyed hanging out with his friends. But when he was a teenager, his mental health began to spiral. He didn't know how to cope. He started taking drugs to try to numb the pain he was feeling. His dad, Sam, felt powerless as he watched his son become more and more unhappy. Feeling utterly shattered and broken down, Daniel took two overdoses in the space of a week and was hospitalised.**

That's when Sam reached out to The Children's Society. When Daniel came home from hospital, he met with one of our specialist practitioners, Steve. At weekly sessions, Steve worked with Sam and Daniel to give them a framework to navigate what had happened and begin to heal. Because Daniel loved martial arts and yoga, Steve focused the sessions on learning about meditation and yoga, helping Daniel find new ways to cope. Sam joined a family support group, too.

For Daniel, getting the right support was transformational. Now, he and his dad are looking forward to the future with hope. Because we take a holistic, child-centred approach, we were able to support Daniel in a way that was tailored to his needs – making the help he received more effective.



# What our staff say

"I have worked across a number of public bodies and charities and this is the most friendly organisation I have been involved with. I have been welcomed from the start and been encouraged to always bring my full self to work."

"I was given the best induction I've ever had."

"This is a great place to work and I'm delighted to be here!"

"As a new member of staff, I have been very quickly welcomed to my team, the department and the organisation as a whole. From very early on, my skills have been recognised and acknowledged which has hugely helped me settle in."

"Everyone is so friendly, keen to help, and open to working together."

"The Children's Society is always evolving and trying new approaches."

"I have seen that The Children's Society value their staff. On joining, it was made clear that my development and confidence were really important —it is obvious that it is not simply getting the work done but doing it in a way that works best."

"I feel more connected to the cause than at any organisation I have worked for."

"The Children's Society is one of the best organisations I have worked for and I think the future is exciting."

"Working at The Children's Society is a rich and rewarding experience. In many ways due to the talented and passionate people around me."

# Some of our benefits



## Flexible working hours:

8 to 4, 9 to 5, 10 to 6, or in between (to be agreed with your manager).

## Family-friendly policies:

Including enhanced maternity, paternity, and adoption leave.



**Season ticket loan:** Interest free loan for annual or quarterly season tickets for public transport to and from work.

## Cycle to work scheme:

Save up to 39% on the cost of a new bike and spread the cost across the year.



**Pension:** Stakeholder pension scheme with company-matched employee contributions of up to 8%.

**Death in service benefit:** Four times' annual salary for all employees.



**'Xtras':** Employee discount scheme offering a range of savings across groceries, fuel, clothing, and holidays.

**Free confidential counselling service:** Available to all staff and volunteers.



**28 days holiday per year,  
plus bank holidays.**

# Diversity and inclusion

**Whether it's our role as an employer or our work with supporters, young people, and volunteers, we're committed to diversity and inclusion. We take pride in our inclusive approach and in joining The Children's Society, you'll benefit from a range of offers like staff networks, inclusivity toolkits, a suite of training, inclusive recruitment, and more.**

Our People Culture and Transformation domain focuses on delivering an effective, inclusive people agenda and is continually working to take us to the next level in diversity and inclusion. We work with external organisations to evaluate our performance and make sure we're doing everything possible to model best practice in this area.

## Recruitment and selection procedure

**The Children's Society uses an anonymised recruitment process. This means personal details for all candidates are withheld at the shortlisting stage to make sure that candidates are assessed on their skills and talent, regardless of ethnicity, gender, sexual orientation, or any other protected characteristic. This supports our commitment to diversity and inclusion.**

### Apply

Submit your CV and personal statement.

### Interview

If you're invited to interview, two or three colleagues will meet with you, with our values and the role description in mind.

### Offer

If you're successful, the hiring manager or Recruitment team will call or email you (whichever you prefer) to offer you the position and discuss next steps.

### Onboarding

If you accept our offer, then the Recruitment team will take you through our onboarding process, including compliance.

# Are you ready to join TeamTCS?

We're so proud of our amazing team. Every year, we help thousands of children and young people across the country get the support they need, and campaign for change so that the next generation can feel safe, happy, and hopeful. Together, we're building a society for all children.

**We'd love to talk to you about the role!**

Please get in touch at [recruitment@childrenssociety.org.uk](mailto:recruitment@childrenssociety.org.uk) or visit [careers.childrenssociety.org.uk](https://careers.childrenssociety.org.uk) for more information.